



Representing Postal Workers for Over 100 Years

San Antonio Alamo Area Local #195  
American Postal Workers Union, AFL-CIO



# NEWSFLASH

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## New Contract Update: Bereavement Leave

The recently ratified Collective Bargaining Agreement 2024-2027 has new language concerning bereavement leave with the addition of family members to include mother and fathers-in-law, grandchildren and stepparents.

NEW 2024-2027 Collective Bargaining Agreement language is highlighted.

### MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

#### Re: Bereavement Leave

APWU represented employees may use a total of up to three (3) workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three (3) workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable Local Memorandum of Understanding provisions.

Definition of Family Member. "Family member" is defined as a:

- (a) son or daughter - a biological or adopted child, stepchild, daughter-in-law or son-in-law;
- (b) spouse **and parents thereof;**
- (c) parent **and current spouse thereof;** or
- (d) sibling - brother, sister, brother-in-law or sister-in-law; or
- (e) grandparents, **grandchildren, and current spouse thereof.**

The in-laws referenced in this MOU applies to children, including adopted children, stepchildren, and spouses thereof, spouse and parents thereof; and brothers and sisters and spouses thereof.

Use of Sick Leave. For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.

Documentation. Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable MOU Bereavement Leave.

**Note: Bereavement Leave does NOT give you additional leave, it is a mechanism for granting leave under the Bereavement Leave MOU.**